

# News & Views



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Faculty and Staff Newsletter of the University of Oregon

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December 10, 1998

## **Software training benefits employees**

Vouchers for software training have been flying into the hands of classified and other employees at the speed of an e-mail message zipping around the world since Human Resources unveiled its popular pilot program last summer.

The classes, offered through New Horizons Computer Learning Centers, are available to all employees who purchase vouchers through their departments. The vouchers are worth \$195, but bulk rate purchases allow the university to offer them to departments for \$30 each for classified employees and \$90 each for faculty including officers of administration.

Cris Cullinan, Human Resources training administrator, says classified staff are utilizing the training more frequently than other employees. Classified staff have used all 110 of the \$30 vouchers reserved for them, and departments have purchased 41 of the \$90 vouchers, usually earmarked for faculty, to be used by their classified staff.

Here are the details:

- 88 classified employees have taken classes; 20 percent of these have taken more than one class (some classes require two vouchers)
- 151 of 220 vouchers have been used for classified staff
- 20 officers of administration or faculty have attended classes; they have used 33 vouchers
- 47 departments have used the program

"This pilot program is the result of the work of many people on campus, including Vice President Dan Williams and Linda King, Human Resources director. They have worked for years to try to put more resources toward employee training in this critical area," Cullinan says. In addition, Williams increased the university's financial backing by doubling the number of vouchers originally available through the pilot program to 220.

Another important voice in bringing this issue to the attention of Human Resources was the Classified Staff Training and Development Advisory Committee (CSTDAC), which compiled a survey and a report detailing the training needs of classified staff.

"We greatly appreciate Human Resources' role in providing the needed training," CSTDAC member Kathy Dickison, Lundquist Technology Lab, says. "We will continue to keep them aware of classified staff needs for future training programs."

Kayla Hinds, administrative assistant to Cullinan, reports that feedback has been positive and that several employees have taken advantage of the opportunity to retake classes for free within six months of the original class. The program also provides a 24-hour helpline for participants.

"People have been overwhelmingly appreciative of the quality and value of the hands-on training offered by this program," Hinds says.

A few \$90 vouchers remain from the first allotments, but Cullinan reports that Human Resources plans to purchase more, including \$30 vouchers, in the near future. For information, call Cris Cullinan, 6-2961.

--Leigh Freeman, COMMUNICATIONS INTERN

## **UO reacts to governor's proposed budget**

The State of Oregon budget for 1999-2001 released Dec. 1 by Gov. John Kitzhaber includes a proposed \$73 million increase in funding for state colleges and universities. UO President Dave Frohnmayer had this to say: "This is certainly a hopeful and welcome turn in the right direction. I am very pleased that the governor chose to fund the new budget model and that he and the Senate leadership are showing strong support for higher education. I do have concerns about the level of increased funding indicated at this early stage, which is considerably below what the state system requested and will affect how significantly we redress critical issues including student access and faculty salaries. Nevertheless, I am more optimistic for the prospects of higher education going into this legislative session than I have been in a decade."

## **Process for Change Frequently Asked Questions**

**Q: What is the Process for Change anyway?**

**A:** It is a campus-wide, interactive process of study and discussion, now in its second year, that involves the University community in thinking about ways to bring about important changes as we enter the twenty-first century.

**Q: How can I find out about it?**

**A:** The web site is at [www.uoregon.edu/uoadmin/process.html](http://www.uoregon.edu/uoadmin/process.html) and can also be accessed from the UO home page at [www.uoregon.edu](http://www.uoregon.edu) --just click on "Process for Change." You also may contact the Provost's Office, 6-3186, or [provost@oregon.uoregon.edu](mailto:provost@oregon.uoregon.edu) . All implementation teams make regular posts to this web site, and a summary of last year's discussions also is posted there.

**Q: What are we hoping it will accomplish?**

**A:** It will strengthen and enhance our programs and services, resulting in transformational changes to undergraduate education as well as to our research and graduate programs. It will strengthen our common bonds as a learning community and connect us more directly with our external constituencies. We expect the outcomes to include higher quality programs and stronger enrollments, with more students of greater diversity and higher ability than ever.

**Q: Who's involved?**

**A:** More than 200 faculty, students, and staff have been involved to date. We are now in the implementation phase. This year seven implementation teams are developing action items and proposals to implement the best ideas emerging from last year's issue definition and solution discussions. Numerous faculty, administrators, staff and students are serving on these committees. The chairs and their e-mail addresses are listed at the end of this article.

**Q: Is there any money?**

**A:** Yes and no. We have some seed money, made available through the UO Foundation, to implement a limited number of proposals developed by Implementation Teams and UO departments. We expect that many excellent ideas can be developed without significant new resources other than start-up costs. We also hope that the new state system funding model will give us additional financial flexibility in bringing into reality some of the best ideas emerging from this process.

**Q: How do these proposals work with or through our regular governance and review processes in the schools, colleges, and other units?**

**A:** We are coordinating discussions at many levels. Many university committee members are serving on the implementation teams. Department heads were consulted at a retreat this fall and will stay in close touch with implementation team discussions. The Faculty Advisory Council, as well as the Deans, will

be serving as "overview" groups reacting to proposals as the teams develop action items and priorities for change. Process for Change leaders are reporting regularly to the University Senate about progress in these deliberations. We'll keep the campus community informed through periodic reports in News and Views. Of course, the web pages will be an immediate source for updates and progress reports.

**Q: What is the timeline? When do we hope to see some actual "transformations?"**

**A:** Many changes are already underway. For example, the Admissions Office already has incorporated recruitment strategies into its fall 1999 recruitment efforts. Look for innovations in curricular offerings for fall 1999 as the undergraduate education groups move their best ideas into action status. The Extended Studies group hopes to initiate some outreach activities to nontraditional students in fall 1999, and other groups are moving quickly to develop proposals. Many ideas coming from last year's discussions have already been implemented with existing resources, as shown in the Fall 1998 update on the web page.

**The implementation team chairs are:**

<b>Transformation of Undergraduate Education</b>	<b>Karen Sprague, <a href="mailto:ksprague@molbio">ksprague@molbio</a></b>
<b>Lower Division</b>	<b>Dick Koch, <a href="mailto:koch@math">koch@math</a> Jim Crosswhite, <a href="mailto:Jcross@oregon">Jcross@oregon</a></b>
<b>Upper Division</b>	<b>Mel Aikens, <a href="mailto:maikens@oregon">maikens@oregon</a></b>
<b>Advising</b>	<b>Jack Watson, <a href="mailto:jwatson@darkwing">jwatson@darkwing</a> Joe Wade, <a href="mailto:joewade@oregon">joewade@oregon</a></b>
<b>Recruitment and Retention</b>	<b>Jim Buch, <a href="mailto:Jbuch@oregon">Jbuch@oregon</a></b>
<b>Research</b>	<b>Tom Dyke, <a href="mailto:tomdyke@oregon">tomdyke@oregon</a></b>
<b>Graduate Education</b>	<b>Marian Friestad, <a href="mailto:msf@oregon">msf@oregon</a></b>
<b>Extended Studies</b>	<b>Lorraine Davis, <a href="mailto:lgd@oregon">lgd@oregon</a> Marty Kaufman, <a href="mailto:mkaufman@oregon">mkaufman@oregon</a></b>
<b>University as Community</b>	<b>Dan Williams, <a href="mailto:daw@oregon">daw@oregon</a></b>
<b>Outreach, Marketing and Communications</b>	<b>Duncan McDonald, <a href="mailto:duncanm@oregon">duncanm@oregon</a></b>

## Announcements...

**CLARIFICATION:** The dates listed in the Nov. 20 issue of *News & Views* for local viewing of "UO Today" were Mondays rather than the Wednesdays that they should have been. The final Fall Term

program, on the University Theatre production of "Guys and Dolls," will air on Wednesday, Dec. 16, at 9 p.m. on TCI cable channel 12 and at 9:30 p.m. on cable channel 11.

**SAFE HOLIDAY DECORATIONS** are always a good idea. To keep this time of year merry for everyone, Eugene Fire and Emergency Medical Services advises that all electrical decorations should be UL listed, and exits should not be blocked. Natural Christmas trees displayed in public facilities must be treated with flame retardant and include a tag stating the date the tree was placed in the building, the type of flame retardant used, the name of the person applying the retardant and the name of the person putting on the tag. All natural Christmas trees need a constant source of water to stay fresh. For information, call Mark Maguire, Environmental Health and Safety, 6-2908, or see holiday safety tips from the Oregon State Fire Marshal at <http://159.121.82.250/press.htm>.

**THE MARTIN LUTHER KING JR. AWARD FOR CLASSIFIED STAFF AND OFFICERS OF ADMINISTRATION** submission deadline is **Dec. 14**. The award recognizes employees who have worked toward building racial harmony on campus through their work and projects, and through personal example. Return nomination forms to Linda King at Human Resources, 6-2966.

**OBSERVED HOLIDAYS** for OPEU classified employees, officers of administration and faculty during winter, spring and summer terms include:

<b>New Year's Day</b>	<b>Friday, Jan. 1, 1999</b>
<b>Martin Luther King Jr. Day</b>	<b>Monday, Jan. 18, 1999</b>
<b>Memorial Day</b>	<b>Observed on Monday, May 31, 1999</b>
<b>Independence Day</b>	<b>Observed on Monday, July 5, 1999</b>
<b>Labor Day</b>	<b>Monday, Sept. 6, 1999</b>

Employees represented by GCIU should check their collective bargaining agreement for holiday provisions. Besides these holidays, all full-time classified employees, officers of administration and faculty this year will receive a day of paid leave, usually taken on the Thursday before or Monday after the Christmas and New Year's Day holidays. The amount of leave is pro-rated for part-timers.

**THE 1999-00 TOM AND CAROL WILLIAMS FUND FOR TEACHING INNOVATION SEEKS PROPOSALS** from individuals, groups of faculty, departments or other academic units. A five- to seven-page preliminary proposal delineating the need for the initiative and its expected impact on undergraduate students and on faculty at the UO, a design and implementation plan, a means of evaluation, and an estimated budget are due by **Feb. 1, 1999**. For information, call Dave Hubin, 6-3036.

**THE NEWEST MEMBER OF THE OREGON STATE BOARD OF HIGHER EDUCATION** is Donald R. VanLuvanee, an executive from Oregon's high-tech industry. The Oregon Senate confirmed his appointment to fill the unexpired term of James K. Whittaker who left the board to accept a full-time

academic position at Columbia Gorge Community College. VanLuvanee will serve through 2000.

**A SINGLE STATE CHECK STOCK** that has security features and a picture of Mt. Hood in the background is now being used by the university and other state agencies. The idea is for all state agencies to use a standard stock to combat forgery and make all checks readily recognizable.

## **Franklin Boulevard may get bus rapid transit**

The Lane Transit District (LTD) is gearing up to begin a pilot corridor study for a bus rapid transit system (BRT) along Franklin Boulevard. Congress has earmarked \$9.8 million for study and implementation of the system, which could be operational as early as fall 2002.

"Better transit service will give our students and employees more housing options because west Eugene and east Springfield will become closer than they are," Fred Tepfer, University Planning, says. "BRT also has the potential to reduce parking demand and make it easier to find parking here."

The pilot project will build stations at Franklin Boulevard and Agate Street, and at the Dad's Gates on East 11th Avenue. These stations could create real gateways into our campus, Tepfer says.

Three alternatives are in the running for the bus rapid transit system, all of them using guided bus tracks in the middle of the existing streets, Graham Carey of LTD says. Because this system costs just 4 percent to 10 percent of the cost of light rail, it's an attractive option for communities like Eugene.

"As congestion is projected to increase substantially along the Franklin corridor, we need to begin planning for a future transit system now, before it becomes increasingly difficult to retrofit a system when we are at gridlock," Carey says. "BRT is an incremental project that can be upgraded to meet the community's transportation needs."

While the construction will stall traffic on Franklin Boulevard for a time, very little vegetation will be affected, and the median even may contain more green space than before the project began, Carey says. LTD is working with an arborist to "plant trees that will provide a proper canopy and shed" for bus-goers.

## **Charitable fund drive in final stages**

In spite of the terrific generosity of many UO employees, the university's Charitable Fund Drive (CFD) coordinator Nancie Fadeley reports the contribution totals are lagging behind last year's record-breaking pace.

As we go to press, campus donations total about \$150,000, she says, nearly \$7,400 less than the \$157,396.40 collected last year.

"Yogi Berra told us 'It ain't over till it's over.' I sure hope he was right because if we are going to make our goal, we need a bunch of late pledges and donations," Fadeley says. "Tend to that pledge form which may be buried under a pile of papers, or request a new form if you can't find the old one."

She encourages everyone to contribute by the end of fall term when the campus campaign will officially end. A Lane County CFD celebration is scheduled Dec. 14, and payroll deduction requests must be in place before the end of the year.

For information, call 6-3013.

## **EMU Ticket Office offers one-stop service**

Thanks to the advanced technology of computerized ticketing, the EMU Ticket Office sells a wide variety of tickets for local and regional shows in a centralized location, providing a handy and valuable service for everyone on campus.

"As an outlet for the Hult Center, we offer the same seats for the same shows as they would at the Hult Center," Mary Barrios, EMU Ticket Office manager, says. "The same goes for any event on sale through Fastixx."

The Ticket Office also sells tickets for WOW Hall shows, University Theatre, Lane Community College Theatre and other area venues, as well as for shows produced by the Cultural Forum and ASUO student shows. They distribute and sell football and men's basketball tickets for students, but not for faculty and staff who have to get their tickets through the Casanova Center.

There is a \$1 handling charge for most venues, but the prices are comparable to those available at other outlets.

For more information, browse <http://darkwing.uoregon.edu/~uosched/ticket/index.html> or call 6-4363.

## **EMU Cedar rooms renamed for Oregon rivers**

The EMU has renamed Cedar Rooms A-F for Oregon rivers, helping to eliminate confusion with Century Rooms A-F.

The rooms are named in alphabetical order, beginning at the travel center. The new names are Alsea, Coquille, Metolius, Owyhee, Rogue and Umpqua.

The rooms will continue to be used for meetings, conferences and lunches.

## Our People

### In the spotlight

Newly elected members of the Faculty Personnel Committee, who will serve through June 2000, are **Ed Kameenui**, Education; **Leslie Steeves**, Journalism and Communication; **Pat Bartlein**, Geography; **Steve Durrant**, East Asian Languages and Literatures; **Ray Frey**, Physics; and **Kent Stevens**, Computer and Information Science.

**Denise Matthews** and **Carl Bybee**, Journalism and Communications, and **Mike Majdic**, Knight Library Media Services, oversaw the production of "Dr. Shipsey and the Cows," the master's project documentary by spring 1998 graduate Andy Opel which recently took first place and a \$1,000 prize in the student competition at the Marco Island Film Festival in Florida.

**Andrew Goble**, History, served on Nov. 12 as the invited external examiner for a doctoral defense in medieval Japanese history at Oxford.

**Ray Frey**, Physics, has been elected chair of the Stanford Linear Accelerator Center (SLAC) Users Organization.

**Sharon Gizara**, Career Center, is the 1998 winner of the Barbara A. Kirk Award for Outstanding Research from the Counseling Psychology Division of the American Psychological Association. Her work also was spotlighted recently in a colloquium series sponsored by the Spencer Research Training Grant Program as exemplary of research that "makes a difference" in the field of education.

### On the move

**Laura Blake Jones**, Student Life, **Ceci LaFayette**, Early Childhood CARES, and **Mark Turner**, Political Science, were elected to two-year terms on the Officer of Administration Association Council.

Executive support specialist **Kathy Campbell**, fiscal coordinator **Sonia Syluberget** and administrative program specialist **Carmen Hall** recently joined Academic Affairs.

**Jon Davis**, Campus Recycling, left as paper recycling coordinator on Nov. 30 to pursue several home-based business opportunities. In a letter to the campus community, Davis says he has appreciated not only the widespread support of people across campus but also the opportunity to work with such people as Vice President Dan Williams; George Hecht, Facilities Services; and J.R. Gaddis, Printing Services. "The university's waste reduction program enjoys a high-profile, nationwide status in large part due to their active support," Davis writes.

**Peg Gearheart** will substitute for **Terry Duffy**, University Publications, during an 11-month leave.



## In Print/On Display

**Jon Erlandson** is the author of "The Making of Chumash Tradition" in the latest issue of *Current Anthropology*.

**William Toll**, History adjunct, wrote "Pioneering: Jewish Men and Women of the American West" for the museum catalogue *Creating American Jews, Historical Conversations About Identity* (University Press of New England, Hanover, N.H., 1998). He also is author of "Black Families and Migration to a Multiracial Society: Portland, Oregon, 1900-1924" in the *Journal of American Ethnic History*, vol. 17, no. 3 (Spring 1998), 38-70.

## On the podium/stage

**Madonna Moss**, Anthropology, presented "Mid-Holocene Cultural Dynamics on the Northwest Coast of North America" in October at the University of Maine.

## In memoriam

**Glenn Starlin**, Theater Arts emeritus, died Dec. 1 in Eugene. A former vice provost for academic affairs and a former acting dean of Liberal Arts (now Arts and Sciences), Starlin, 86, was a graduate of the universities of Idaho and Iowa and had been a UO faculty member since 1947. He served in the Faculty Senate and on the Library Advancement Council and various university committees. In 1985, he chaired the Villard Hall Centennial, and in 1990, the Museum of Natural History Courtyard was dedicated in his name as a tribute to his long-standing support. A memorial meeting for family and friends will be held at 2 p.m. Dec. 13 at Robinson Theatre. Memorial contributions may be made to University Theatre, the Glenn Starlin Courtyard at the Museum of Natural History, the Starlin Scholarship in Theater Arts or the Museum of Art.

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